

# KIAH-TV

## EEO PUBLIC FILE REPORT

### April 1, 2017 - March 31, 2018

#### Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) KIAH-TV, Houston, Texas.

KIAH-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 713-781-3939.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 3-6, 8-9, 11-13, 17, 19-21, 24-32	9
Multi-Media Journalist-2	1, 3-9, 11-13, 17-32	17
Graphic Artist	1, 3-6, 8, 11-13, 15, 17, 19-22, 24-28, 30-32	22
Graphic Artist	1, 3-6, 8, 11-13, 17, 19-22, 24-28, 30-32	13
Multi-Media Journalist	1, 3-6, 8-13, 17, 19-21, 24-28, 30-32	9
Producer, Creative Services	1, 3-6, 8, 11-13, 17, 19-21, 24-28, 30-32	13
Multi-Media Journalist	1, 3-6, 8-13, 17, 19-21, 24-28, 30-32	28
Assignment Editor	1, 3-6, 8, 12-13, 17, 19-21, 24-28, 30-32	28
Associate Producer/Writer	1, 3-6, 8-9, 12-13, 17, 19-21, 24-28, 30-32	9
Producer	1, 3-6, 8, 12-13, 17, 19-22, 24-28, 30-32	17
Multi-Media Journalist	1, 3-6, 8, 12-14, 16-22, 24-28, 30-32	14
Associate Producer	1, 3-6, 8-9, 12-13, 17, 19-21, 24-28, 30-32	9
Multi-Media Journalist	1-6, 12-13, 15, 17, 19-21, 24-28, 30-33	13
Associate Producer/Writer	1-6, 12-13, 17-21, 24-28, 30-33	13

**KIAH-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017 - March 31, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications 4349 E. Colter St. Phoenix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	Y	0
2	Agency Referral	N	2
3	Alvin Community College 3110 Mustang Rd Alvin, Texas 77511 Phone : 281-756-3560 Email : mramirez@alvincollege.edu Melissa Ramirez	Y	0
4	Austin College 900 N. Grand Ave Suite 61629 Sherman, Texas 75090 Phone : 903-813-2248 Email : career@austincollege.edu Christina Robertson	Y	0
5	Brookhaven College/Development Center 3939 Valley View Ln Farmers Branch, Texas 75244 Phone : 972-860-4894 Email : bhcfjobs@dcccd.edu Lisa Miller	Y	0
6	Career and Recovery 2525 San Jacinto Houston, Texas 77002 Phone : 713-754-7000 Email : careerservices@lonestar.edu Marth Guterrez	Y	0
7	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Luke Scanlon Manual Posting	N	0

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8	Dept of Vet Affaris 6900 Alameda Rd Houston, Texas 77030 Phone : 832-477-2379 Email : aletha.jacobs2@va.gov Aletha Jacobs	Y	0
9	Employee Referral	N	12
10	Employment Agency	N	4
11	Entertainment Careers 2118 Wilshire Blvd #401 Santa Monica, California 90403 Url : <a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a> Job Listing Manual Posting	N	0
12	Illinois Center for Broadcasting 9885 Rockside Rd #160 Valley View, Ohio 44125 Phone : 216-447-9117 Email : dclark@beonair.com Gary James	Y	0
13	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting Manual Posting	N	23
14	Internal Transfer/Promotion	N	1
15	Job Board	N	2
16	Job Fair	N	1
17	KIAH 770 Westpark Dr Houston, Texas 77063 Phone : 713-781-3939 Url : <a href="http://www.39online.com">http://www.39online.com</a> Email : NCooper@Tribunemedia.com Nakia Cooper	N	4
18	Linked In	N	3

**KIAH-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017 - March 31, 2018**

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19	Media Match.com 8112 1/2 West 3rd ST Los Angeles, California 90048 Phone : 323-284-5589 Url : <a href="http://www.mediamatch.com">http://www.mediamatch.com</a> Job Listing Manual Posting	N	0
20	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 831-648-5200 Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	Y	0
21	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : <a href="mailto:lojelks@aol.com">lojelks@aol.com</a> Lo Jelks	N	2
22	Other Source	N	8
23	Recruiter	N	1
24	Sam Houston Univeristy 1806 Avenue J Huntsville, Texas 77340 Phone : 936-294-3009 Url : <a href="http://www.shsu.edu/get-started/jobs4kats.html">http://www.shsu.edu/get-started/jobs4kats.html</a> Email : <a href="mailto:gmonteilh@shsu.edu">gmonteilh@shsu.edu</a> Greg Monteilh	Y	0
25	Texas Association of Broadcasters 502 E 11th St Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Job Listing Manual Posting	N	0
26	Texas Southern Univeristy 3100 Cleburne, MLK 216 Houston, Texas 77004 Phone : 713-313-7670 Email : <a href="mailto:talork@tsu.edu">talork@tsu.edu</a> Kimberly Taylor	Y	0

**KIAH-TV**  
**EEO PUBLIC FILE REPORT**  
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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
27	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	6
28	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	36
29	TVJOBS P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Job Listing Manual Posting	N	0
30	UH Downtown One Main Street Suite S402 Houston, Texas 77002 Phone : 713-221-8980 Email : <a href="mailto:uhdcareer@uhd.edu">uhdcareer@uhd.edu</a> Job Listing	Y	0
31	University of St. Thomas 3800 Montrose Blvd Houston, Texas 77006 Phone : 713-525-6939 Url : <a href="https://www.myinterfase.com/stthom/employer/">https://www.myinterfase.com/stthom/employer/</a> Email : <a href="mailto:brucknb@stthom.edu">brucknb@stthom.edu</a> Brianna Bruckner	Y	0
32	Work Solutions 500 McKinney Houston, Texas 77002 Phone : 832-393-1313 Email : <a href="mailto:houstonjobs@twc.state.tx.us">houstonjobs@twc.state.tx.us</a> Job Listing	Y	0

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33	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>105</b>

**KIAH-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017 - March 31, 2018**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/26/2017	Participation in events or programs sponsored by educational institutions	Guest speaker at University of St. Thomas	1	Producer
2	5/11/2017	Provision of training to management	Station sponsored manager training on Valuing Diversity in the Workplace. The session was taught by an outside professional and focused upon 4 key areas: 1.Recognizing what diversity is and its impact on our organization 2.Identifying the benefits of a diverse workforce 3.Recognizing the value of inviting divergent ideas into the problem-solving process 4.Describing what can be done to value and respect differences among your coworkers.	1	Human Resources
3	8/11/2017	Participation in Job Fairs	Tribune Media stations were represented at the NABJ/NAHJ Career Fair held at the Hilton New Orleans Riverside in New Orleans, LA The 2017 NABJ and NAHJ annual career fair is a venue for journalism, education, and career development for media, business, arts, entertainment, and technology. The two largest minority journalist organizations in the United States.	4	HR Manager HR Manager HR Manager HR Manager